

Vermont Mental Health Performance Indicator Project
Agency of Human Services, Department of Health, Division of Mental Health
Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: Monica Boyd and John Pandiani

DATE: November 19, 2004

RE: Employment of CRT Clients through June 2004

This week's PIP adds to a series of PIPs that combine data obtained from DMH Designated Agencies with data obtained from the Vermont Department of Employment and Training (DET) to measure rates of employment for adults with severe and persistent mental illness served by Vermont's Community Rehabilitation and Treatment (CRT) programs. Previous reports in this series are available online at (www.ddmhs.state.vt.us/docs/pips/pips-by-cross-sector-indicators.html#emp).

This report provides employment rates and average earnings for each of the State's CRT programs for each of the past 20 fiscal quarters as well as FY2004. As you will see, the employment rate during the last quarter of FY2004 has rebounded from the decrease reported in the 3rd quarter. Statewide, the employment rate for 4th quarter FY2004 was 21%, unchanged from 4th quarter a year ago. Lamoille County (LCMH) experienced the highest employment rate (29%) and Bennington County (UCS) experienced the lowest employment rate (16%). Employment rates increased at five of the ten of the CRT programs in Vermont from the 3rd Quarter FY2004 to the 4th quarter FY2004. Northwest Counseling (NCSS) experienced the greatest increase (19%). Rutland County (RMHS) experienced the largest decrease (-9%).

Wages reported for CRT clients during 4th quarter FY2004 have decreased slightly from 3rd quarter. During the most recent quarter, RMHS had the highest wages reported per employed client and LCMH had the lowest wages reported per employed client. Wages per employed CRT client decreased in seven of the ten CRT programs from 3rd quarter to 4th quarter. LCMH experienced the greatest decrease in wages reported per employed client (-14%). Washington County (WCMH) experienced the greatest increase in wages reported per employed client (+12%).

The annual employment rate for CRT clients in FY2004 statewide was 28% and total wages reported \$4,757,956. The average wage reported per employed client was \$5,604. Howard (HCHS), LCMH, and WCMH had the highest employment rate (34%) and RMHS had the highest wage per employed client (\$8,155).

We look forward to your comments and your suggestions for further analyses of these data at pip@vdh.state.vt.us or 802-241-2638.

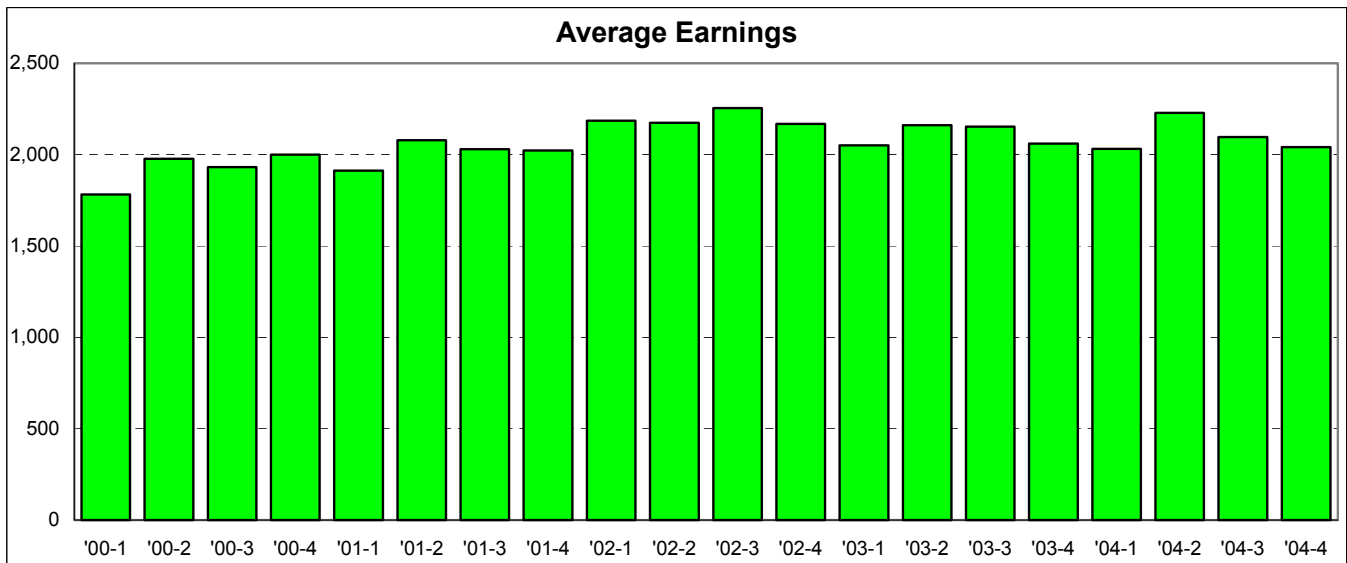
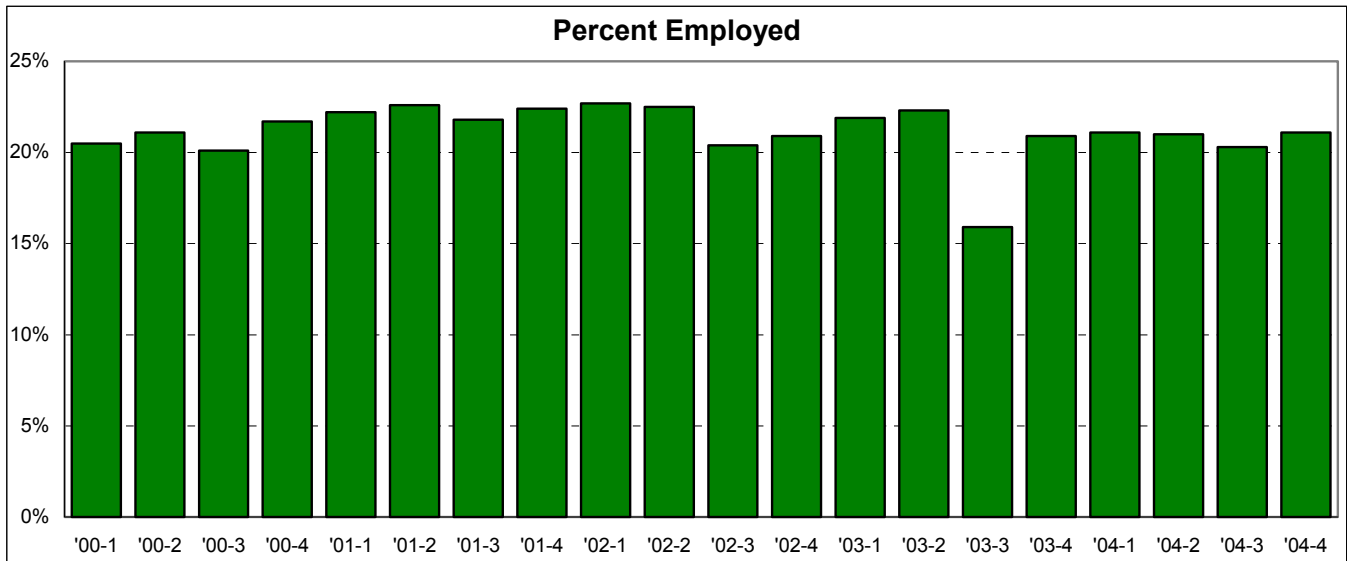
**Quarter 4 FY 2004 Employment
of Community Rehabilitation and Treatment Clients
In Vermont**

Clinic	Total Number Served	Employment		Wages Reported		
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client	Wages per Client Served
CSAC	147	33	22%	\$72,593.44	\$2,199.80	\$493.83
NCSS	210	55	26%	\$130,156.71	\$2,366.49	\$619.79
HCHS	557	140	25%	\$283,425.40	\$2,024.47	\$508.84
LCMH	116	34	29%	\$45,232.31	\$1,330.36	\$389.93
HCRS	352	59	17%	\$99,242.64	\$1,682.08	\$281.94
NKHS	374	64	17%	\$130,254.37	\$2,035.22	\$348.27
CMC	162	28	17%	\$79,179.20	\$2,827.83	\$488.76
RMHS	256	44	17%	\$123,252.99	\$2,801.20	\$481.46
UCS	165	26	16%	\$48,613.85	\$1,869.76	\$294.63
WCMH	404	96	24%	\$170,084.36	\$1,771.71	\$421.00
Quarterly Total	2,743	579	21%	\$1,182,035.27	\$2,041.51	\$430.93
Year Ending June 2004	3,004	849	28%	\$4,757,956.05	\$5,604.19	\$1,583.87

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during any part of the reporting period and includes all employment reported for the reporting period.

This report is based on record linkage of the Department of Developmental and Mental Health Services (DDMHS) and the Department of Employment and Training (DET) databases. DDMHS client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

Statewide CRT Employment Rates and Average Earnings By Quarter: July 1999 - June 2004

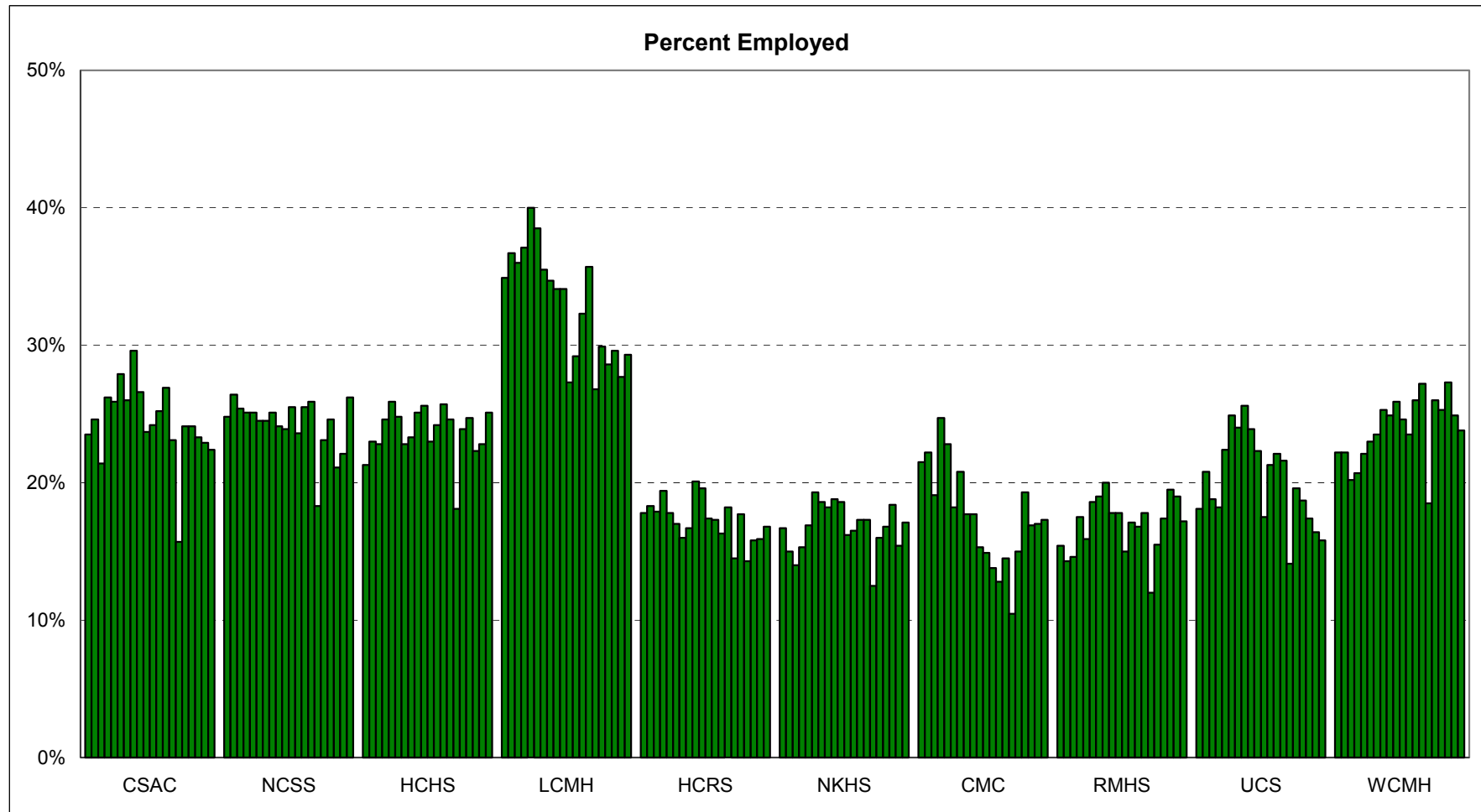


	Fiscal Year-quarter											
	'00-1	'00-2	'00-3	'00-4	'01-1	'01-2	'01-3	'01-4	'02-1	'02-2	'02-3	'02-4
% Employed	21	21	20	22	22	23	22	22	23	23	20	21
\$ / Employed Client	1,782	1,978	1,931	2,000	1,912	2,078	2,030	2,022	2,186	2,175	2,253	2,168

	Fiscal Year-quarter							
	'03-1	'03-2	'03-3	'03-4	'04-1	'04-2	'04-3	'04-4
% Employed	22	22	16	21	21	21	20	21
\$ / Employed Client	2,051	2,162	2,153	2,061	2,030	2,229	2,096	2,042

Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year. Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter. This report is based on record linkage of the DDMHS CRT and DET databases. DDMHS client data are submitted by Community Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

CRT Clients Employed By Quarter: July 1999 - June 2004



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Total CRT Clients Served (#) and Percent Employed (%) By Quarter: July 1999 - June 2004

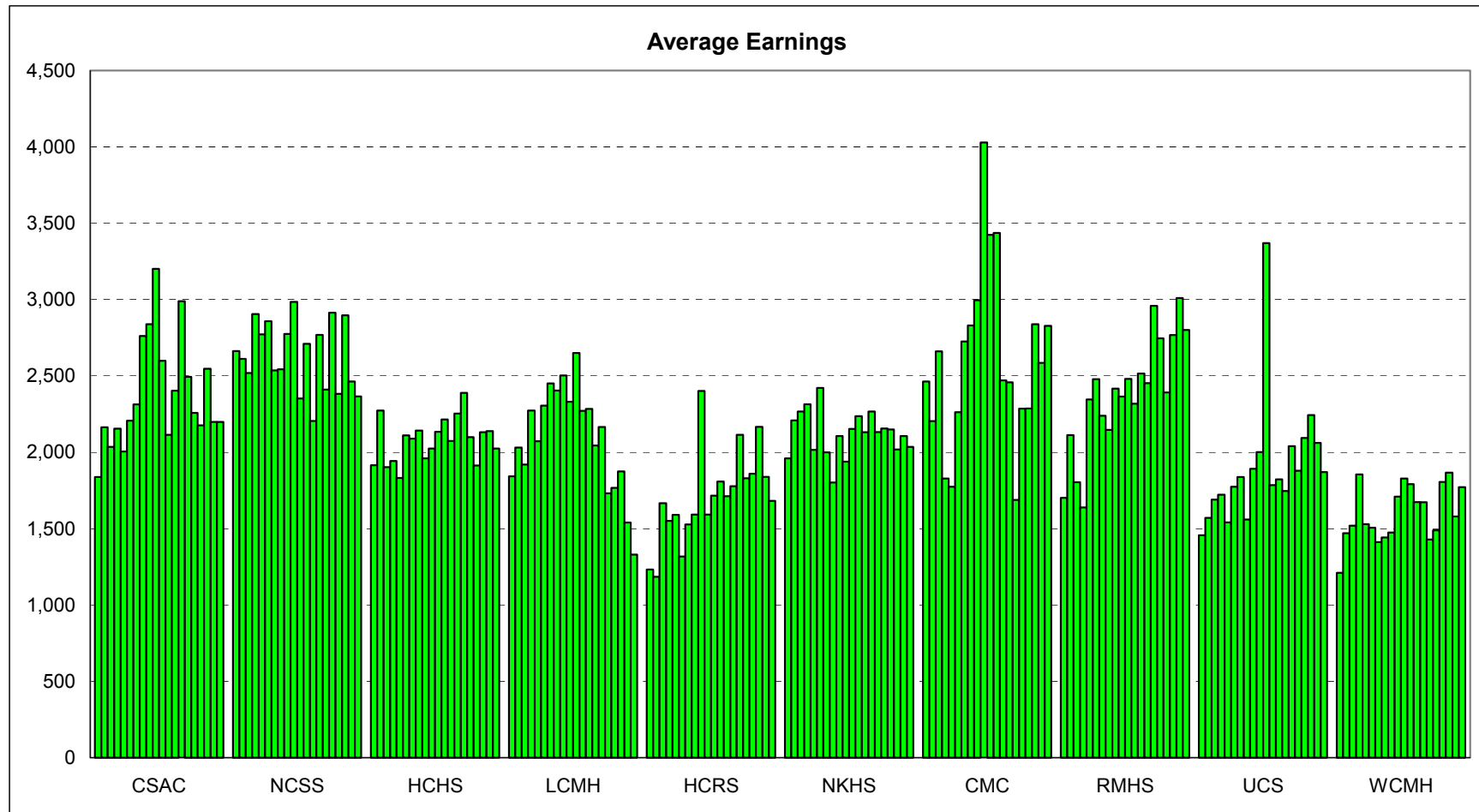
		Clinic																		Total		
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS		UCS			WCMH	
Year	QRT	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%
FY04	4	147	22	210	26	557	25	116	29	352	17	374	17	162	17	256	17	165	16	404	24	21
	3	144	23	199	22	548	23	112	28	339	16	377	15	153	17	258	19	171	16	398	25	20
	2	146	23	190	21	548	22	115	30	349	16	386	18	154	17	262	20	167	17	395	27	21
	1	145	24	195	25	551	25	112	29	356	14	375	17	150	19	264	17	166	19	395	25	21
FY 03	4	145	24	199	23	547	24	117	30	355	18	381	16	153	15	264	16	163	20	392	26	21
	3	140	16	197	18	540	18	127	27	351	15	383	13	153	10	266	12	163	14	395	19	16
	2	143	23	205	26	545	25	126	36	362	18	387	17	145	15	269	18	167	22	401	27	22
	1	134	27	212	26	533	26	127	32	368	16	382	17	141	13	274	17	163	22	400	26	22
FY 02	4	131	25	216	24	541	24	130	29	375	17	381	17	152	14	281	17	169	21	412	24	21
	3	128	24	208	26	543	23	128	27	373	17	371	16	148	15	273	15	171	18	406	25	20
	2	131	24	205	24	547	26	123	34	377	20	370	19	150	15	269	18	175	22	351	26	23
	1	128	27	199	24	558	25	123	34	369	20	362	19	141	18	270	18	180	24	346	25	23
FY 01	4	125	30	195	25	558	23	124	35	377	17	357	18	141	18	270	20	172	26	340	25	22
	3	123	26	192	25	556	23	124	36	369	16	355	19	125	21	269	19	171	24	332	24	22
	2	122	28	196	25	557	25	122	39	370	17	353	19	110	18	269	19	173	25	330	23	23
	1	116	26	191	25	549	26	120	40	359	18	343	17	101	23	270	16	165	22	326	22	22
FY 00	4	122	26	199	25	552	25	116	37	355	19	333	15	97	25	263	18	170	18	329	21	22
	3	126	21	197	25	548	23	111	36	335	18	329	14	94	19	267	15	170	19	341	20	20
	2	134	25	197	26	566	23	109	37	328	18	334	15	99	22	265	14	173	21	347	22	21
	1	136	24	206	25	563	21	109	35	342	18	342	17	107	22	267	15	171	18	343	22	21

Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter.

This report is based on record linkage of the Department of Developmental and Mental Health Services (DDMHS) and the Department of Employment and Training (DET) databases. DDMHS client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

Average Earnings for Employed CRT Clients By Quarter: July 1999 - June 2004



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CRT Clients Employed (#) and Average Earnings for Employed Clients (\$) **By Quarter: July 1999 - June 2004**

		Clinic																Total				
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS			UCS		WCMH	
Year	QRT	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	\$
FY04	4	33	2,200	55	2,366	140	2,024	34	1,330	59	1,682	64	2,035	28	2,828	44	2,801	26	1,870	96	1,772	2,042
	3	33	2,199	44	2,462	125	2,139	31	1,539	54	1,839	58	2,107	26	2,585	49	3,010	28	2,062	99	1,580	2,096
	2	34	2,547	40	2,897	122	2,131	34	1,875	55	2,166	71	2,018	26	2,838	51	2,768	29	2,244	108	1,867	2,229
	1	35	2,176	48	2,383	136	1,913	32	1,767	51	1,859	63	2,150	29	2,287	46	2,392	31	2,094	100	1,805	2,030
FY 03	4	35	2,257	46	2,913	131	2,098	35	1,731	63	1,830	61	2,157	23	2,286	41	2,746	32	1,879	102	1,489	2,061
	3	22	2,493	36	2,410	98	2,389	34	2,165	51	2,114	48	2,132	16	1,688	32	2,959	23	2,040	73	1,428	2,153
	2	33	2,990	53	2,768	134	2,253	45	2,044	66	1,777	67	2,267	21	2,458	48	2,453	36	1,746	109	1,672	2,162
	1	36	2,403	54	2,205	137	2,075	41	2,284	60	1,712	66	2,131	18	2,470	46	2,516	36	1,822	104	1,673	2,051
FY 02	4	33	2,114	51	2,710	131	2,215	38	2,272	65	1,808	63	2,236	21	3,436	48	2,318	36	1,785	97	1,791	2,168
	3	31	2,599	53	2,352	125	2,134	35	2,650	65	1,716	60	2,153	22	3,423	41	2,480	30	3,370	100	1,829	2,253
	2	31	3,201	49	2,985	140	2,025	42	2,330	74	1,592	69	1,938	23	4,029	48	2,365	39	2,001	91	1,709	2,175
	1	34	2,839	48	2,775	140	1,960	42	2,503	74	2,401	68	2,107	25	2,996	48	2,417	43	1,892	86	1,475	2,186
FY 01	4	37	2,761	49	2,543	130	2,142	43	2,405	63	1,592	65	1,802	25	2,831	54	2,146	44	1,559	86	1,443	2,022
	3	32	2,314	47	2,535	127	2,090	44	2,450	59	1,527	66	2,000	26	2,725	51	2,239	41	1,837	78	1,411	2,030
	2	34	2,207	48	2,859	138	2,111	47	2,306	63	1,318	68	2,422	20	2,262	50	2,479	43	1,775	76	1,505	2,078
	1	30	2,004	48	2,772	142	1,831	48	2,072	64	1,591	58	2,016	23	1,774	43	2,345	37	1,541	72	1,529	1,912
FY 00	4	32	2,155	50	2,904	136	1,942	43	2,273	69	1,551	51	2,315	24	1,828	46	1,638	31	1,722	68	1,854	2,000
	3	27	2,035	50	2,518	125	1,903	40	1,919	60	1,666	46	2,267	18	2,661	39	1,803	32	1,690	69	1,519	1,931
	2	33	2,164	52	2,611	130	2,273	40	2,030	60	1,185	50	2,209	22	2,204	38	2,112	36	1,571	77	1,470	1,978
	1	32	1,837	51	2,662	120	1,915	38	1,842	61	1,232	57	1,959	23	2,463	41	1,702	31	1,456	76	1,210	1,782

Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter.

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**FY 2004 Employment
of Community Rehabilitation and Treatment Clients
In Vermont**

Clinic	Total Number Served	Employment		Wages Reported		
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client	Wages per Client Served
CSAC	162	51	31%	\$307,927.75	\$6,037.80	\$1,900.79
NCSS	229	75	33%	\$468,730.01	\$6,249.73	\$2,046.86
HCHS	621	210	34%	\$1,070,908.55	\$5,099.56	\$1,724.49
LCMH	127	43	34%	\$213,244.38	\$4,959.17	\$1,679.09
HCRS	399	81	20%	\$412,537.60	\$5,093.06	\$1,033.93
NKHS	410	95	23%	\$531,188.79	\$5,591.46	\$1,295.58
CMC	171	43	25%	\$286,508.78	\$6,662.99	\$1,675.49
RMHS	279	64	23%	\$521,951.61	\$8,155.49	\$1,870.79
UCS	183	45	25%	\$236,319.68	\$5,251.55	\$1,291.36
WCMH	423	142	34%	\$708,638.90	\$4,990.41	\$1,675.27
Annual Total	3,004	849	28%	\$4,757,956.05	\$5,604.19	\$1,583.87

Summary of Annual Employment

Clinic	Total Number Served	Employment		Wages Reported		
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client	Wages per Client Served
FY 2004	3,004	849	28%	\$4,757,956.05	\$5,604.19	\$1,583.87
FY 2003	2,980	835	28%	\$4,654,454.67	\$5,574.20	\$1,561.90
FY 2002	3,009	879	29%	\$5,178,060.45	\$5,890.85	\$1,720.86
FY 2001	2,938	889	30%	\$4,664,163.90	\$5,246.53	\$1,587.53
FY 2000	2,846	806	28%	\$4,085,188.12	\$5,068.47	\$1,435.41

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